Goals of the mentoring program are to:

- Increase personal fulfillment and promote professional development
- Increase, capture, and transfer institutional knowledge to support the industry in the face of a changing workforce
- Enhance mutual respect between students/young professionals and experienced professionals, and a sense of community at the Section and Association levels
- Promote a culture of generosity and open dialogue
- Enhance the value experience for members

Who can apply?
Any student attending a New Jersey university or young professional based in New Jersey can apply to be a mentee. Any young professional or experienced professional based in New Jersey can apply to be a mentor. If you have any questions about whether you are eligible to apply, please contact us.

How are mentors and mentees matched?
Mentors and mentees will be matched by the Young Professionals Committee and Student Affairs Committee based on career interests, expertise, and geographic location.

How often are mentors and mentees expected to meet?
Each mentor-mentee pair will be expected to attend one program-wide kick-off event and one closing event and to coordinate two or more individual meetings in between. Details about the kick-off and closing events will be provided at a later date. Each pair will have flexibility in determining the frequency and nature of the other two or more meetings. These meetings may be held by phone, Skype, or in person, and they may be coordinated with other AWWA or Section events.

Program Ground Rules
The program ground rules presented below will be discussed in depth at the kick-off meeting.

1. Establish level of contact in advance
   a. How will you communicate? By phone, email, video conference, or in person?
   b. How quickly will you be able to respond to communications?
2. Establish rules and boundaries in advance
3. Set goals for what each person would like to achieve through the program
4. Be prepared, open-minded, and present
Code of Ethics

By participating in the mentorship program, you will agree to abide by the following:

1. I will not discriminate on the basis of race, color, national origin, religion, sexual orientation, age, or handicap
2. I will meet listen to my mentor/mentee
3. I will not make promises that I cannot keep
4. I will avoid any impropriety, or appearance of impropriety, in my relationship with my mentor/mentee
5. I will not engage in inappropriate personal relationships with my mentor/mentee

Termination of a Match

If, during the course of the mentorship program, a mentor or mentee feels unable to continue participating in the program, that participant should contact the program administrators about this decision. Depending on the time of year that this decision is made, a new match may be able to be made.